

---

**THE JOURNAL OF THE COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION**  
**INDEX TO VOLUME 37**

---

**Index By Subject***Performance Appraisal/Merit Pay—Faculty*

“Six-Year Case Study of Faculty Peer Reviews, Merit Ratings, and Pay Awards in a Multidisciplinary Department,” Thomas H. McIntosh and Thomas E. Van Koevering, Vol. 37, No. 1, p. 5

“Faculty Attitudes Toward Merit Pay in South Dakota’s Public Colleges and Universities,” Gerald J. Ehli, Vol. 37, No. 3, p. 6

“Predictors of Faculty Dissatisfaction With An Annual Performance Evaluation,” Jean Ellis Ormrod, Vol. 37, No. 3, p. 13

“Faculty Role in Presidential Evaluations,” Lawrence J. Dennis and Kelly Bullerdieck, Vol. 37, No. 3, p. 1

*Performance Appraisal/Merit Pay—General*

“Ethics for Survival: Constructing Commission Rates for University Development Officers,” William S. Brown, Vol. 37, No. 2, p. 20

*Personnel Management—General*

“Making Time for Excellence,” Terry O’Banion and Georgia Sims, Vol. 37, No. 1, p. 1

“Stepping Up Occupational Safety and Health Through Employee Participation,” Gary R. Vaughn, Vol. 37, No. 1, p. 16

“Using Content Validation to Solve Personnel Problems,” Wendell C. Lawther, Vol. 37, No. 2, p. 13

“. . . If You Don’t Care Who Gets the Credit,” William Shreeve, Janet R. Norby, Arnold F. Stueckle, William G.J. Goetter, Barbara de Michele, and Thomas K. Midgley, Vol. 37, No. 3, p. 20

The 24-Hour Job Machine: Computerized Applicant Systems,” Lisa W. Wiedman, Vol. 37, No. 2, p. 8

Employment Recruitment and Advertising Survey With Analysis—Part Two,” John Fleischmann and Ann V. Olson, Vol. 37, No. 1, p. 22

*Academic Administration*

“University Hiring Practices for Academic Administrators,” John A. Rodman and Michael R. Dingerson, Vol. 37, No. 2, p. 24

“Dean’s Managerial Skills: What They Need and What They Bring to the Job,” Mary Ann D. Sagaria and Marsha V. Krotseng, Vol. 37, No. 2, p. 1

“The Triadic Format of Administrative Accountability,” Bruce Gunn, Vol. 37, No. 4, p. 10

“Incorporating Administrative Training Into the Graduate School Experience,” Janet P. Burke, Vol. 37, No. 4, p. 1

“Academic Promotion and Tenure,” Richard I. Miller, Vol. 37, No. 4, p. 19

*Affirmative Action/Equal Employment Opportunity*

“Mainstreaming Affirmative Action: A Practitioner Speaks,” Patrick J. Coughlin, Vol. 37, No. 4, p. 27

*Retirement*

“Expanding the Investment Options in an Employer’s Retirement Plan: A Success Story,” Suzanne Forsyth and Paul D. Barker, Vol. 37, No. 4, p. 6

**Index By Author**

Brown, William S., “Ethics for Survival: Constructing Commission Rates for University Development Officers,” Vol. 37, No. 2, p. 20

Burke, Janet P., “Incorporating Administrative Training Into the Graduate School Experience,” Vol. 37, No. 4, p. 1

Coughlin, Patrick J., “Mainstreaming Affirmative Action—A Practitioner Speaks,” Vol. 37, No. 4, p. 27

Dennis, Lawrence J.; and Bullerdieck, Kelly; “Faculty Role in Presidential Evaluations,” Vol. 37, No. 3, p. 1

Ehli, Gerald J., “Faculty Attitudes Toward Merit Pay in South Dakota’s Public Colleges and Universities,” Vol. 37, No. 3, p. 6

Fleischmann, John and Olson, Ann V., “Employment Recruitment and Advertising Survey With Analysis: Part Two,” Vol. 37, No. 1, p. 22

Forsyth, Suzanne and Barker, Paul D., “Expanding the Investment Options in an Employer’s Retirement Plan,” Vol. 37, No. 4, p. 6

Gunn, Bruce, “The Triadic Format of Administrative Accountability,” Vol. 37, No. 4, p. 10

Lawther, Wendell C., “Using Content Validation to Solve Personnel Problems,” Vol. 37, No. 2, p. 13

McIntosh, Thomas H. and Von Koevering, Thomas E. “Six-Year Case Study of Faculty Peer Reviews, Merit Ratings, and Pay Awards in a Multidisciplinary Department,” Vol. 37, No. 1, p. 5

Miller, Richard I., “Academic Promotion and Tenure,” Vol. 37, No. 4, p. 19

O’Banion, Terry and Sims, Georgia, “Making Time For Excellence,” Vol. 37, No. 1, p. 1

Ormrod, Jean Ellis, “Predictors of Faculty Dissatisfaction With An Annual Performance Evaluation,” Vol. 37, No. 3, p. 6

Rodman, John A. and Dingerson, Michael R. “University Hiring Practices for University Administrators,” Vol. 37, No. 2, p. 24

Sagaria, Mary Ann D. and Krotseng, Marsha V., “Dean’s Managerial Skills: What They Need and What They Bring to the Job,” Vol. 37, No. 2, p. 1

Shreeve, William; Norby, Janet R.; Stueckle, Arnold F.; Goetter, William, G.J.; de Michele, Barbara; and Midgley,

---

**THE JOURNAL OF THE COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION**  
**INDEX TO VOLUME 37**

---

**Index By Subject***Performance Appraisal/Merit Pay—Faculty*

“Six-Year Case Study of Faculty Peer Reviews, Merit Ratings, and Pay Awards in a Multidisciplinary Department,” Thomas H. McIntosh and Thomas E. Van Koevering, Vol. 37, No. 1, p. 5

“Faculty Attitudes Toward Merit Pay in South Dakota’s Public Colleges and Universities,” Gerald J. Ehli, Vol. 37, No. 3, p. 6

“Predictors of Faculty Dissatisfaction With An Annual Performance Evaluation,” Jean Ellis Ormrod, Vol. 37, No. 3, p. 13

“Faculty Role in Presidential Evaluations,” Lawrence J. Dennis and Kelly Bullerdieck, Vol. 37, No. 3, p. 1

*Performance Appraisal/Merit Pay—General*

“Ethics for Survival: Constructing Commission Rates for University Development Officers,” William S. Brown, Vol. 37, No. 2, p. 20

*Personnel Management—General*

“Making Time for Excellence,” Terry O’Banion and Georgia Sims, Vol. 37, No. 1, p. 1

“Stepping Up Occupational Safety and Health Through Employee Participation,” Gary R. Vaughn, Vol. 37, No. 1, p. 16

“Using Content Validation to Solve Personnel Problems,” Wendell C. Lawther, Vol. 37, No. 2, p. 13

“...If You Don’t Care Who Gets the Credit,” William Shreeve, Janet R. Norby, Arnold F. Stueckle, William G.J. Goetter, Barbara de Michele, and Thomas K. Midgley, Vol. 37, No. 3, p. 20

The 24-Hour Job Machine: Computerized Applicant Systems,” Lisa W. Wiedman, Vol. 37, No. 2, p. 8

Employment Recruitment and Advertising Survey With Analysis—Part Two,” John Fleischmann and Ann V. Olson, Vol. 37, No. 1, p. 22

*Academic Administration*

“University Hiring Practices for Academic Administrators,” John A. Rodman and Michael R. Dingerson, Vol. 37, No. 2, p. 24

“Dean’s Managerial Skills: What They Need and What They Bring to the Job,” Mary Ann D. Sagaria and Marsha V. Krotseng, Vol. 37, No. 2, p. 1

“The Triadic Format of Administrative Accountability,” Bruce Gunn, Vol. 37, No. 4, p. 10

“Incorporating Administrative Training Into the Graduate School Experience,” Janet P. Burke, Vol. 37, No. 4, p. 1

“Academic Promotion and Tenure,” Richard I. Miller, Vol. 37, No. 4, p. 19

*Affirmative Action/Equal Employment Opportunity*

“Mainstreaming Affirmative Action: A Practitioner Speaks,” Patrick J. Coughlin, Vol. 37, No. 4, p. 27

*Retirement*

“Expanding the Investment Options in an Employer’s Retirement Plan: A Success Story,” Suzanne Forsyth and Paul D. Barker, Vol. 37, No. 4, p. 6

**Index By Author**

Brown, William S., “Ethics for Survival: Constructing Commission Rates for University Development Officers,” Vol. 37, No. 2, p. 20

Burke, Janet P., “Incorporating Administrative Training Into the Graduate School Experience,” Vol. 37, No. 4, p. 1

Coughlin, Patrick J., “Mainstreaming Affirmative Action—A Practitioner Speaks,” Vol. 37, No. 4, p. 27

Dennis, Lawrence J.; and Bullerdieck, Kelly; “Faculty Role in Presidential Evaluations,” Vol. 37, No. 3, p. 1

Ehli, Gerald J., “Faculty Attitudes Toward Merit Pay in South Dakota’s Public Colleges and Universities,” Vol. 37, No. 3, p. 6

Fleischmann, John and Olson, Ann V., “Employment Recruitment and Advertising Survey With Analysis: Part Two,” Vol. 37, No. 1, p. 22

Forsyth, Suzanne and Barker, Paul D., “Expanding the Investment Options in an Employer’s Retirement Plan,” Vol. 37, No. 4, p. 6

Gunn, Bruce, “The Triadic Format of Administrative Accountability,” Vol. 37, No. 4, p. 10

Lawther, Wendell C., “Using Content Validation to Solve Personnel Problems,” Vol. 37, No. 2, p. 13

McIntosh, Thomas H. and Von Koevering, Thomas E. “Six-Year Case Study of Faculty Peer Reviews, Merit Ratings, and Pay Awards in a Multidisciplinary Department,” Vol. 37, No. 1, p. 5

Miller, Richard I., “Academic Promotion and Tenure,” Vol. 37, No. 4, p. 19

O’Banion, Terry and Sims, Georgia, “Making Time For Excellence,” Vol. 37, No. 1, p. 1

Ormrod, Jean Ellis, “Predictors of Faculty Dissatisfaction With An Annual Performance Evaluation,” Vol. 37, No. 3, p. 6

Rodman, John A. and Dingerson, Michael R. “University Hiring Practices for University Administrators,” Vol. 37, No. 2, p. 24

Sagaria, Mary Ann D. and Krotseng, Marsha V., “Dean’s Managerial Skills: What They Need and What They Bring to the Job,” Vol. 37, No. 2, p. 1

Shreeve, William; Norby, Janet R.; Stueckle, Arnold F.; Goetter, William, G.J.; de Michele, Barbara; and Midgley,

Thomas K., "If You Don't Care Who Gets the Credit," Vol. 37, No. 3, p. 20

Vaughn, Gary R., "Stepping Up Occupational Safety and Health Through Employee Participation," Vol. 37, No. 1, p. 16

Wiedman, Lisa W., "The 24-Hour Job Machine," Vol. 37, No. 2, p. 8

#### Book Reviews

"Automating Personnel Operations: The Human Resource Manager's Guide to Computerization," James C. Moore, Vol. 37, No. 1, p. 53

"Pay Equity and Comparable Worth," Lois Vander Waerdt, Vol. 37, No. 1, p. 53

"Change in Organizations," Rita Doyle, Vol. 37, No. 1, p. 54

"Voices of Experience," Shirley Strawn, Vol. 37, No. 2, p. 31

"The Evaluation Interview," Susan Small Pogue, Vol. 37, No. 2, p. 32

"Changing Practices in Faculty Evaluation," Aaron P. Dorinsky, Vol. 37, No. 2, p. 32

"Employee Assistance Programs in Higher Education," Ann K. Otto, Vol. 37, No. 2, p. 33

"Patient/Client/Employee Complaint Programs," Elizabeth V. Colapietro, Vol. 37, No. 3, p. 24

"The Principles and Practice of Recruitment Advertising," Thomas L. Adkins, Vol. 37, No. 3, p. 24

"Intuitive Management," Sally J. Page, Vol. 37, No. 3, p. 24

"Students as Paraprofessional Staff," Pat Smith, Vol. 37, No. 3, p. 25

"Putting Quality Circles to Work," Barbara Butterfield, Vol. 37, No. 3, p. 26

"The High Technology Connection: Academic/Industrial Cooperation for Economic Growth," Esther Atcherson, Vol. 37, No. 4, p. 30

"Job Satisfaction," Allen D. Calvin, Vol. 37, No. 4, p. 30

"Law for Personnel Managers: How to Hire the People You Need Without Discriminating," Robert A. Shearer, Vol. 37, No. 4, p. 31

"Management Self-Development," Lee H. Bowker, Vol. 37, No. 4, p. 31